



September 01, 2017

The Shalem Fund: Programs in the Arab Sector in Israel

The Shalem Fund, established in 1983 by the Federation of Local Authorities in cooperation with the Ministry of Social Affairs and Social Services, works to develop comprehensive services and resources for people with intellectual and developmental disabilities throughout Israel.

The Shalem Fund's Vision

People with developmental and intellectual disabilities have the basic right to live normal lives within their natural surroundings, to realize their hidden potential, and to be socially, culturally, and occupationally integrated into the community as much as possible according to their abilities, desires, and needs.

The Shalem Fund assists in the following areas:

- Funding the physical development of community facilities
- Funding and support of innovative social services and programs for people with intellectual disabilities
- Funding and development of advanced educational and tutoring programs for professionals
- Funding of and assistance with artistic productions by and for people with intellectual and developmental disabilities
- Creation and support of activities that promote and change perception of and attitudes towards people with intellectual and developmental disabilities
- Funding of research, professional knowledge development and models, training and conferences

Strategic Pivot Thinking (SPT)

The Shalem Fund recently celebrated 30 years of social impact. As part of our efforts to better ourselves and refocus our efforts, we began to analyze our goals for the future using a process called Strategic Pivot Thinking (SPT). We have



borrowed the term “pivot” from the business sector to represent the crucial turns and tipping points we hope to take in order to create further impact while using our foundation's resources.

The Shalem Fund reached several strategic conclusions during this process, including the importance of partnering with other public and philanthropic foundations.

The Shalem Fund also defined three specific areas of focus for partnership and increased joint impact:

1. Arab society: The Shalem Fund has developed several programs in this area, including ground-breaking research opportunities.
2. Pivoting employment: The Shalem Fund is expanding its intensive research on employment and employment centers.
3. An incubator for change: The Shalem Fund is open to all projects that increase the inclusion of people with disabilities in society and improve their quality of life.

Programs in Arab Society

Development, Construction, Renovation, and Equipping of Buildings and Classrooms

- Over the past decade, the Shalem Fund has invested a total of NIS 24 million to support 115 projects for physical community settings for people with intellectual developmental disabilities. Participants are from all walks of life, are of all ages and come from the Arab and Druze communities of Majdal Shams in the north to Kseife and Tel Sheva in the south.
- Grants from the fund have been used to establish rehabilitative day-care centers, a long school day framework in educational settings for people aged 6 to 21, and centers for employment and leisure, as well as treatment for adults in nursing-care settings and protected housing.
- An investment of NIS 5.4 million was fast-tracked for approval and funded completely by the Shalem Fund — grants of up to NIS 80,000 for the renovation and/or equipping of community settings in all areas of life and for all ages, for speedy implementation, were given to 38 local councils for the development and promotion of services for people with developmental intellectual disabilities.

- An investment of NIS 18.5 million for the construction, renovation, and purchase of equipment for 35 local councils was approved via standard procedure.

THE SHALEM FUND ADVANCES THE LIFE QUALITY OF PEOPLE WITH DEVELOPMENTAL INTELLECTUAL DISABILITIES IN THE ARAB SOCIETY

The Shalem Fund's support for the population of people with Developmental Intellectual Disabilities in the Arab society* in the past decade



Grants for construction, renovation and equipment for a variety of services



*The data also refers to Bedouin and Druze communities

Training and Development of Professional Staff

The Shalem Fund has a special department for training staff members who work in community day centers, with an emphasis on workers who provide direct care.

Teams from the Arab sector attend nationwide and district wide in-service courses, as well as additional courses provided by the Shalem Fund in order to address the Arab sector's unique cultural and social needs:

- Courses for Arab-speaking workers, such as *An Introduction to the Socio-sexual Development of People with Intellectual Developmental Disabilities*. When this course was given in the northern district approximately three

years ago, Arabic-speaking counselors and workers from various settings, both Arab and Jewish, attended.

- Courses for counselors within the Arab sector given each year over the past three years: *Introduction to the World of Intellectual Developmental Disability; Enrichment Skills in the Fields of Activity and Leisure; Processes of Communication and Supportive and Alternative Communication; and Introduction to the Socio-sexual Development of People with Intellectual Developmental Disabilities*, which was held in Kafr Qasim
- Courses for staff members given in the workplace, such as Inclusive Intervention (a language for coping with challenging behavior) and self-advocacy, as well as courses for staff members who, for cultural reasons of whatever kind, do not take in-service courses outside of the workplace. (Examples include courses that take place in Rahat and Tel Sheva on the topics mentioned above.) We include schools' assistant morning staff in these courses, as well as mothers, in the belief that introducing this content to all caregivers is a positive issue.

In constructing the program, we focus on cultural and religious adaptations whenever necessary.



Completion of a Course about Leisure for People with Intellectual Developmental Disabilities in Tel Sheva , 2015

Social Change and Public Relations

The Shalem Fund assists by providing grants for introductory and public-relations events in local councils, including Arab local councils, in the belief that such events help remove obstacles and promote the acceptance of people with intellectual developmental disabilities in their families and communities, and assist in their integration into society.

A day of introduction to the field of intellectual disability was held recently in Qalansawe for support personnel and bus drivers employed in special education in seven Arab local councils in central Israel. The purpose of the event was to increase familiarity with the field, as well as with the laws and procedures connected therein, among members of these professions. Approximately 150 people attended.

Another day of introduction recently took place in Shfaram as well, with 200 high-school students and public figures in attendance. In addition to welcoming remarks and the presentation of the art projects made by the people receiving services at the Ma'as Center, a center providing a spectrum of employment opportunities for people with developmental disabilities, (there are 23 Ma'as centers in the Arab society supported by the Shalem Fund), the event included a concert by a band and lead singer, all of whom have intellectual developmental disabilities, and a performance of the play "Simple Dreams," all of whose cast members — approximately 20 people — have intellectual developmental disabilities.

Other public-relations events took place in various locations, including Beit Jann, Sajur and Rama, Majd al-Krum, and Daliyat al-Karmel.

These events are sponsored by the local councils in partnership with the relevant community officials, planning assistance from the Welfare Ministry, and financial assistance of the Shalem Fund.





Research on the Topic of People with Intellectual Developmental Intellectual in Israeli Arab Society

The Shalem Fund assists and encourages the expansion of research in the field, as well as the development and dissemination of knowledge among professionals who engage in such research.

The Shalem Fund supports studies whose purpose is to improve the quality of treatment and education given to children and adults with intellectual developmental disabilities in order to provide them with optimal quality of life within their families and communities, as well as in the society in which we live.

To date, the Shalem Fund has supported dozens of studies in a variety of academic institutions in the State of Israel. Many of the studies supported by the Shalem Fund were about intellectual developmental disabilities in Arab society. In addition to developing academic knowledge about this special topic in Arab society, the Shalem Fund sees added value in its support of the development and growth of academic researchers from Arab society.

Following are examples of studies that have been carried out over the past three years:

Abu-Asbeh, Khaled. "Arabs with Intellectual Development Disabilities in the Job Market: Attitudes and the Blocks They Engender." Al-Qasemi Academic College of Education, 2016 ([For more details](#))

Abo Alola, Asmaa. "How Social Workers and Other Stakeholders Perceive the Marriage of Women of Normal Intelligence to Men with Intellectual Disabilities." Supervised by Dr. Roni Strier. University of Haifa, 2015. ([For more details](#))

Natoor, Maha. "Parenting Intellectually Disabled Adolescents in the Druze Community: A Comparative Study of Druze Parents of Adolescents With and Without Intellectual Disability with Respect to Stress, Sense of Coherence, and Hope." Supervised by Dr. Iris Manor-Binyamini. University of Haifa, 2014.

Odeh, Lamis. "Personal Growth among Arab Mothers of Children With and Without Intellectual Disabilities." Supervised by Prof. Shunit Reiter and Dr. Liora Findler, University of Haifa, 2014.

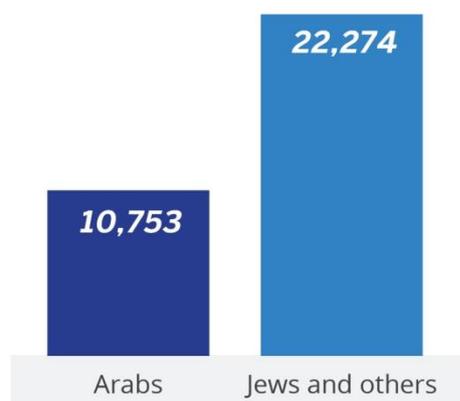
Statistics Regarding People with Intellectual Developmental Disabilities in Arab Society in Israel (from A Survey of Social Services for 2014, pages 556–557)

The percentage of people with intellectual developmental disabilities registered at the Department of Social Services is significantly higher in the Arab population (Graph 6). The standardized rate according to age is 6.6 per thousand in the Arab population as opposed to 3.5 per thousand in the Jewish population. (Rates are standardized according to the age cohorts in the Jewish population in order to neutralize the influence of differences in the age cohorts in both groups). This situation is true of all age groups; in other words, in all age groups the rate of people with intellectual developmental disabilities in the Arab population is almost twice as high as that of the Jewish population.

This finding matches similar findings in other countries, according to which the rate of intellectual developmental disabilities among ethnic minorities and socioeconomically weak groups is higher than in the rest of the population. An analysis carried out four years ago resulted in similar findings. Other possible factors that may be linked to it are the rate of marriage among relatives in the Arab population, which is still high, and the fact that medical examinations to prevent birth of babies with defects are less customary. In addition, even if the fetus is found to be suffering from a defect, Arab women have less of a tendency to terminate pregnancies.

DATA ABOUT PEOPLE WITH DEVELOPMENTAL INTELLECTUAL DISABILITIES REGISTERED IN THE SOCIAL SERVICES DEPARTMENTS IN ISRAEL, 2014

In Numbers



6.6 People with Developmental Intellectual Disabilities
Rate per thousand of the total Arab population



3.4 People with Developmental Intellectual Disabilities
Rate per thousand of the population of Jews and others

